

As at the end of June 2001, the Group employed 12,047 people in its headquarters in Hong Kong and its principal subsidiary companies worldwide. The two main areas of concentration are in Hong Kong and Mainland China, employing 4,640 and 7,171 staff respectively. Another 236 people are employed in subsidiaries in Japan, Singapore and Canada. The staff costs for the six months ended 30 June 2001 was HK\$620 million.

The Group aims to attract, retain and motivate employees who have the relevant skills, knowledge and abilities to develop, support and sustain the continued success of the Group. On an annual basis, CRIC Pacific reviews the cash compensation and benefits programme provided for its employees to ensure that the overall compensation is internally equitable and in line with local norms and industry practice.

CRIC Pacific is committed to providing a healthy organizational environment conducive to each individual's development. Employees are encouraged to commit to continuous improvement by taking responsibility of their own learning and self-development. Seminars and courses organized by professional institutions are sponsored by the Group to help employees improve their current job performance. In-house training for all levels of employees are organized regularly on product knowledge and skills training. Where applicable, the Group arranges external service providers to conduct customized training programmes on specific subjects such as managerial development and e-commerce.

CRIC Pacific also believes in investing in our future generation. The Group has put in place various management trainee and apprentice training programmes to foster growth and provide opportunities for the younger members of society.

The Group's overall policies on human resources management and details of CRIC Pacific Share Incentive Plan 2000 have remained the same as those described in the 2000 Annual Report.

截至二零零一年六月底止，本集團之香港總部及遍及全球之主要附屬公司共聘用12,047名僱員，主要集中在香港及中國大陸，僱員人數分別為4,640人及7,171人，其餘236人則受僱於日本、新加坡及加拿大之附屬公司。截至二零零一年六月三十日止六個月之僱員成本為港幣六億二千萬元。

本集團致力招攬、挽留及獎勵具備有關技能、知識及能力協助發展及支援本集團之僱員，令本集團之業務蒸蒸日上。中信泰富按年檢討為屬下僱員提供之現金補償及福利計劃，確保整體待遇對內達致公平公正，對外則與業界水平不相伯仲。

中信泰富致力提供健全之組織架構，讓僱員各展所長，並鼓勵僱員工餘進修，不斷自我增值。本集團贊助專業機構舉辦各項研討會及課程，協助僱員改善工作表現，並定期為各級僱員開辦有關產品知識及技術培訓方面之在職訓練。在有需要時，本集團亦就管理發展及電子商貿等特定課題向外聘請專家提供切合需要之培訓課程。

中信泰富對於培養人才亦不遺餘力。本集團設有多項管理見習及學徒培訓計劃，為社會上年青一輩提供發展機會。

本集團之人力資源管理整體政策和有關中信泰富股份獎勵計劃二零零零之資料與二零零零年報所述者相同。